



POSITION PROFILE FOR THE UNIVERSITY LIBRARIAN

With buildings on both campuses – the Vanier Library at Loyola and the award-winning Webster Library as well as the Grey Nuns Reading Room downtown – the [Concordia Library](#) is at the centre of teaching, learning and research activities at the University. With its physical spaces open 24 hours a day, 7 days a week throughout the academic term, the Library embodies Concordia’s position as an anchor institution in Tiohtià:ke/Montréal, collaborating closely with university libraries in the city and across Québec, and building programs that seek to connect the University to external communities. The Library holds over 2.2 million titles and welcomes over 2 million visitors annually from Concordia and the public. A leading proponent of [Open Educational Resources](#), the Library features a [technology sandbox](#) and [visualization studio](#) with an immersive audio system that have well-defined service models to support a broad range of [research, teaching, and learning activities](#). In addition to its collection of print and digital materials, the Library hosts a large range of [special collections](#), including the [Karl Polanyi Archive](#), the [Negro Community Centre/Charles H. Este Cultural Centre archives](#), the [Jazz Association of Montreal fonds](#), and [La Centrale fonds](#). The Library is also home to [Concordia University Press](#).

Reporting to the Provost & Vice-President, Academic, the University Librarian plays a key role in the academic life of the University. A member of the senior academic leadership team, they support teaching, learning, and research, oversee the Library’s delivery of services and programs, and provide a welcoming space for individual and group study, research, and community engagement. The University Librarian works with internal and external partners to adapt the Library’s offerings to current and future users. Committed to the principles of Equity, Accessibility and Decolonization, the University Librarian stewards a vision of the Library as a locus for collaboration, innovation and creativity that is responsive to the realities of 21st century education.

Key Responsibilities

- Provide vision and leadership in the continued development and success of the University Library and ensure that it remains a leader in research and learning services delivery in a rapidly changing world.
- Working closely with the Faculty Deans, the Dean of Graduate Studies and the Vice-President Research and Graduate Studies, ensure that the University Library continues to be an active and valuable contributor to the teaching, research, and outreach programs of the University.
- Develop and promote services that respond to the needs of students and faculty, and foster connections throughout the University and with community partners.
- Promote the use of professional standards and guidelines to ensure the quality of the collections, facilities and services.

- Advocate professional values and contribute to shaping policy in the areas of intellectual freedom, copyright and privacy.
- Inform the community and facilitate training about information and data-related resources, organization and assessment in order to support the Concordia community and promote student success.
- Identify critical institutional needs and work collaboratively with the librarians to provide leadership in addressing information challenges, looking at best practices in academic libraries and existing and emerging technologies sectors.
- Ensure responsible stewardship of the University Library's human, physical and financial resources.
- Identify initiatives and programs in the Library that respond to the changing needs of university and community users such as the [Researcher-in-Residence](#) and [Indigenous Student Librarian](#) programs.
- Work in collaboration with colleagues across the University and through external partnerships to generate the resources needed to achieve the Library's mandate.
- Lead fundraising initiatives for the University Library in collaboration with University Advancement.
- Ensure that the Library environment is a stimulating, supportive, collegial and respectful workplace where creativity, professional achievement, diversity and staff contributions are recognized.
- Promote and support the recruitment and development of outstanding librarians and staff who are committed to excellence in service and responsiveness to users' needs.
- Build effective relationships with the University community, including senior administration, faculty members, students, and staff.
- Advocate for the University Library and promote [its mission and values](#) to a broad spectrum of external constituents.

Requirements

- A Masters in Library/Information Studies from an ALA-accredited program or approved equivalent education and training acceptable for membership in the Corporation des bibliothécaires professionnels du Québec.
- Dedicated leader with emerging or established competencies and experience in the realms of advocacy, scholarly activities and participation in professional organizations at a national and provincial level.
- Knowledge of the transformative trends and best practices in academic libraries and the current challenges facing academic libraries.
- Evidence of leadership in improving the quality and scope of library services and collections, as well as a broad understanding of preservation, collection management and curation.

- Experience in advancing the research and teaching capacity of faculty and students at a university through provision of information services and resources, access, and collections.
- Evidence of interest in the academic advancement of students and in the provision of library services that enhance student success.
- A commitment to inclusive excellence in the practice of professional skills in librarianship and to the mentoring and encouragement of those in the field to develop their areas of interest.
- Evidence of promoting equity, diversity, inclusion and accessibility, as well as Indigenization and decolonization through library programs, services and management.
- Demonstrated experience in planning, managing and delivering complex projects in an academic or research library.
- Proven ability to lead a diverse library team, with an emphasis on investing in staff training and development.
- Ability to work effectively within a collegial system of governance, recognizing the roles and responsibilities of colleagues, faculty members, Board and Senate in academic governance.
- Demonstrated experience in seeking diverse funding for library activities (e.g. through grants, partnerships, outreach activities, alumni development, etc.).
- Managerial experience in an academic or research library with demonstrated outstanding leadership skills, including a commitment to action and a demonstrated ability to collaborate, to encourage, to inspire and to mobilize others.
- A broad understanding of human resource issues, and the ability to manage in a unionized environment using a conciliatory approach.
- Excellent communication in English is essential. Because the Concordia Library is an active member of the [Partenariat des bibliothèques universitaires du Québec](#), the ability to communicate effectively in French is required.